

Roles and Relationships

25 FEB 04

Terminal Learning Objective

**Given information on
the Department of the
Army civilians identify
the roles of civilian
employees IAW
AR 660-400 Total Army
Performance System**

Enabling Learning Objectives

A. Given information about DA civilian personnel discuss why we have DA civilians in the military workplace IAW AR 690-400.

B. Given information on overlapping responsibilities discuss how DA civilian and military employee roles and responsibilities overlap IAE AR 690-400.

**C. Given information on
DA**

**civilian personnel
discuss**

**where DA civilian
employees**

derive their authority

IAW AR

690-400.

The military workplace.

When the Army speaks of leaders, it refers to all Army leaders-soldiers and DA civilians. They share the same goal which is to accomplish their organization's mission and the Army's mission.

**The Army
employ's DA
civilians because
they possess or
develop technical
skills that are
necessary to
accomplish
various missions.**

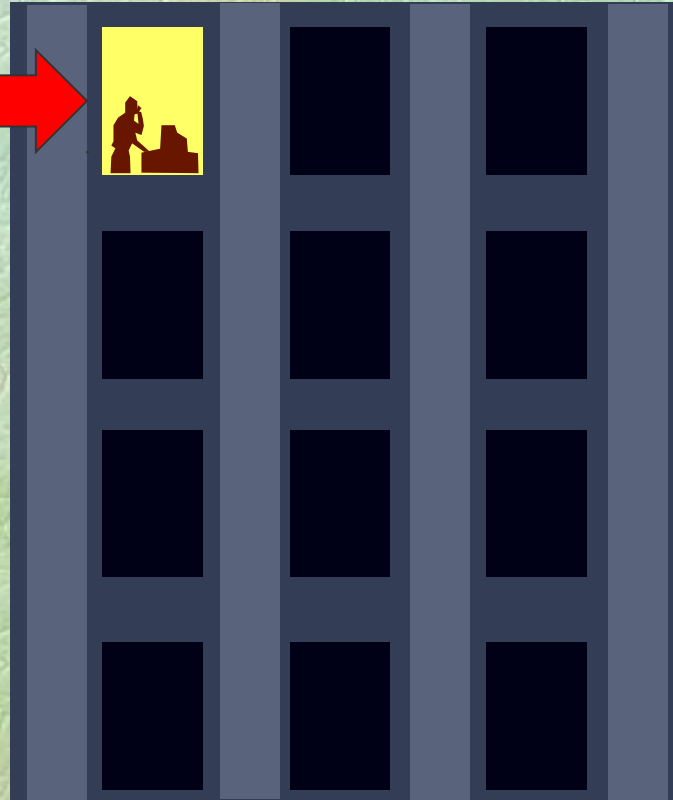


Roles and responsibilities.



As members of the executive branch of the federal governments, DA civilians are part of the Army. Like active duty personnel, they derive their authority from a variety of sources.

**PEOPLE IN HIGH
PLACES**



DA civilian responsibilities overlap with active duty, in that the Army expects DA civilian leaders to be more than specialists. They are expected to apply technical, conceptual and interpersonal skills together to accomplish

DA civilian authority

DA civilians may exercise general supervision over an Army installation or activity. However, they act under the authority of a military supervisor.

No definitive line separates officer, NCO and DA civilian responsibilities.

QUESTIONS?

Review of Main Points

**A. Discuss why we have
DA
civilians.**

**B. Overlapping
responsibilities.**

C. Deriving authority.

**So, DA civilians can
be delegated
authority.**

Right?



Unless restricted by law, regulation, or a superior, leaders may delegate any or all of their authority to their subordinate leaders.

However, such delegation must fall within the leaders scope of responsibility.

**Looks like civilians
are here to stay...**



The complimentary relationship and mutual respect between the military and civilian members of the Army is a long-standing tradition.

Since the Army's beginning in 1775, military and DA civilian duties have stayed separate, yet necessarily related. Taken in combination, traditions, functions, and laws serve to delineate the particular duties of military and civilian members of the Army

But, it appears that most of the positions filled by civilians are to free-up enlisted soldiers for other jobs, tasks, or missions, and not necessarily those of officers.

Is that right?

DA civilians fill positions in staff and base sustaining operations that would otherwise have to be filled by Officers and NCOs.

Senior DA civilians establish policy and manage Army resources, but once again, they do not have the authority to command.

**So, you see, DA
civilians are not just
filling enlisted slots,
they fill officer slots
as well, with the
exception of
command positions.**

Another way DA civilian responsibilities overlap with ours, is that the Army expects DA civilians leaders to be more than specialists: they too are expected to apply technical, conceptual, and interpersonal skills together to accomplish missions - in a combat theater, if necessary.

**We know responsibilities
fall into two categories:
command and individual.
But, how does this apply
to DA civilians?**

**All soldiers and DA
civilians must
account for their
personal conduct.
Commissioned
Officers, Warrant
Officers, and DA
civilians assume
personal
responsibility
when they take
their initial oath of
enlistment.**



OATH OF OFFICE

I will support and defend the Constitution of the United States against all enemies foreign and domestic; that I will bear faith and allegiance to the same; that I take this obligation freely, without any mental reservation or purpose of evasion; and that I will well and faithfully discharge the duties of the office on which I am about to enter. So help me God.

Standard Form 61

One of the first things we learn when we enlist into the Army is the importance of the chain of command.

How does that apply to DA civilians?

While the Command Sergeant Major is the advocate in a unit for soldier issues, DA civilians have no single advocate. Rather, their own leaders, civilian personnel advisory center represent them and their issues to the

Often the senior DA civilian in an organization or the senior DA civilian in a particular career field has the additional duty of advising and counseling junior DA civilians on job-related issues and career

**But, don't Army
personnel also counsel
DA civilians?**

Yes!

**Much like enlisted
soldier counseling, we
use the Total Army
Performance
Evaluation System
(TAPES) for our
civilians.**

**DA cTAPES) for our
civilians.**

QUESTIONS???

